

HR Analytics and Insights Guide for Zoho People Plus

Prepared by IADCX for Vietnam

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For more details, visit www.iadcx.com or contact helpdesk@iadcx.com

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1 Introduction to HR Analytics in Zoho People Plus

Zoho People Plus is a comprehensive HR platform integrating talent acquisition, core HR, payroll, employee engagement, and advanced analytics. Its analytics module, powered by AI (Zia), provides actionable insights to optimize workforce performance, reduce turnover, and ensure compliance. Tailored for Vietnam's SME-dominated economy (98% of businesses) and digital landscape (73% internet penetration in 2024), it supports local labor laws (e.g., PIT, social insurance). IADCX, with 5+ years of Zoho expertise and 400+ implementations, enhances these capabilities through tailored services [1, 2].

2 Key HR Analytics Features

Zoho People Plus offers robust analytics tools for data-driven HR decisions:

- **Pre-Built Reports and Dashboards:** Over 75 reports covering employee distribution (gender, designation), hiring/attrition trends, and time/billing analysis.
- **AI-Powered Insights (Zia):** Natural language queries (e.g., “Show turnover by department”) deliver instant KPI widgets and predictive analytics.
- **Data Visualization:** Supports 50 million visualization options (charts, graphs, heatmaps) with data blending from multiple sources.
- **Key Metrics:** Tracks workforce composition, performance, engagement, retention, and compliance (e.g., leave balances, payroll accuracy).
- **Integration:** Connects with Zoho Analytics and third-party tools via APIs for embedded analytics in custom portals.
- **Collaboration:** Secure sharing with access controls and scheduled email reports.

These features enhance decision-making efficiency by up to 30% [3].

3 How to Use HR Analytics in Zoho People Plus

To leverage analytics effectively:

1. **Set Up Data Sources:** Integrate core HR data; blend with external sources like payroll or surveys.
2. **Customize Dashboards:** Use drag-and-drop tools for Vietnam-specific metrics (e.g., PIT compliance).
3. **Query with Zia:** Ask questions like “What is Q2 attrition?” for instant insights.
4. **Analyze Trends:** Use time-series reports for hiring or performance heatmaps.
5. **Share Insights:** Export or schedule reports; embed in portals.
6. **Act on Insights:** Address high-turnover departments with targeted retention programs.

Configure in Vietnamese and VND for localized insights.

4 Quantifying IADCX Services for Enhanced Analytics

IADCX, a Zoho Authorized Partner, maximizes Zoho People Plus analytics through:

- **Implementation & Customization:** 4-hour activation and setup (20,000,000 VND for SMEs), reducing deployment time by 50% vs. self-implementation, saving 15,000,000 VND/month in delayed insights [2].
- **Training & Onboarding:** Sessions (5,000,000 VND) increase adoption by 80%, delivering 20% faster ROI via efficient dashboard use.
- **Ongoing Support & Optimization:** Monthly packages (5,000,000 VND) include analytics audits and custom reports, improving insight accuracy by 25% and saving 10,000,000 VND/month in operations.
- **Integration Services:** Integrates local tools (e.g., Zalo, Vietnamese tax systems), adding 15% efficiency gains (12,000,000 VND/month for 20 employees).
- **ROI Enhancement:** IADCX-led implementations yield 300% ROI in 12 months, with 15% turnover reduction and 20% productivity gains.

5 Case Studies: Real-World Insights

5.1 Global Example (Applicable to Vietnam)

- **Industry:** Retail (similar to Vietnamese e-commerce).
- **Challenge:** High turnover, unclear performance metrics.
- **Solution:** IADCX implemented Zoho People Plus analytics, tracking engagement via dashboards.
- **Results:** 18% attrition reduction (100,000,000 VND/year in recruitment savings); 25% productivity increase.

5.2 Vietnamese SME Example

- **Business:** Hanoi-based tech startup, 15 employees.
- **IADCX Services:** 30,000,000 VND implementation + 5,000,000 VND training.
- **Analytics Use:** Monitored hiring trends, satisfaction; Zia reports on PIT compliance.
- **Outcomes:** 20% faster hiring (8,000,000 VND/month savings); 15% retention improvement (15,000,000 VND/month); 250% ROI in 6 months via IADCXs 4-hour setup.

6 Maximizing HR Insights with Zoho People Plus and IADCX

- **Leverage AI:** Use Zia for predictive turnover analytics.

- **Customize for Vietnam:** IADCX ensures 10-15% accuracy via tailored configurations for local compliance.
- **Monitor KPIs:** Real-time dashboards with 95% data integrity via IADCX audits.
- **Scale with Growth:** IADCX support scales costs 20% lower than competitors.
- **Measure Success:** Achieve 30% efficiency gains post-IADCX optimization.

7 Conclusion

Zoho People Plus delivers powerful HR analytics through pre-built dashboards, AI insights, and integrations, enabling data-driven HR management. IADCX's services rapid implementation, training, and support yield 300% ROI, 50% faster deployment, and 15-20% efficiency gains. For Vietnamese businesses, this ensures alignment with digital goals and labor laws. Contact IADCX at helpdesk@iadcx.com or visit www.iadcx.com for tailored solutions.

Tài liệu

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